

Reconciliation Australia's inaugural *State of Reconciliation in Australia* report defines reconciliation as having five dimensions.

These dimensions must be woven together to make up the fabric of reconciliation. A key way in which we will advance these dimensions is through the Reconciliation Action Plan (RAP) program. Through RAPs, organisations from all sectors make meaningful change to improve relationships, respect and opportunities.

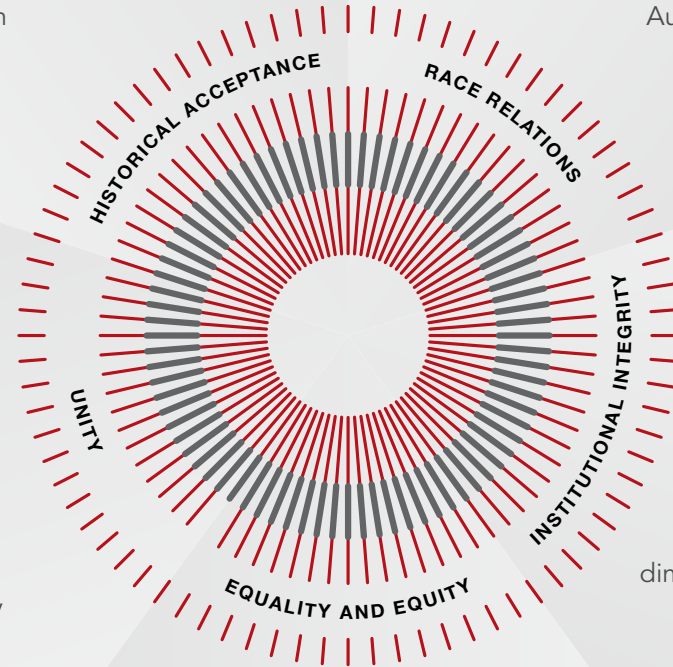
Historical acceptance: widespread acceptance of our nation's history, and agreement to stop the wrongs of the past from being repeated

Race relations: positive relationships between Aboriginal and Torres Strait Islander and non-Indigenous Australians that are built on trust and respect

Unity: Aboriginal and Torres Strait Islander histories, cultures and rights are valued and recognised as part of a shared national identity

Institutional integrity: political, business and community institutions actively support all dimensions of reconciliation

Equality and equity: Aboriginal and Torres Strait Islander Australians participate equally and equitably in all areas of life



THE RAP IMPACT MEASUREMENT REPORT

Reconciliation Australia has collected data for RAP Impact Measurement Reports since 2011. We ask RAP organisations to report annually on their performance against key RAP targets to track and measure the broader impact of the RAP program. In 2015, we captured data from 459 RAP organisations.

THE FUTURE OF THE RAP PROGRAM

Reconciliation Australia has great ambitions for the RAP program. We want to see RAPs as commonplace in every Australian organisation. In particular, we are working towards having the majority of the ASX 200, and Australia's largest private firms and multinationals implementing a RAP. We also encourage local governments to embrace RAPs so that reconciliation can be progressed in local communities.

With the ongoing support of government and our networks, the RAP program will continue to drive widespread social change, building better relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples for the benefit of all Australians.



Reconciliation Australia
PO Box 4773
Kingston ACT 2604
Tel: 02 6273 9200
www.reconciliation.org.au

Reconciliation Australia acknowledges the Traditional Owners of country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures; and to Elders both past and present.

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RECONCILIATION ACTION PLANS

AMBITIOUS. CHALLENGING. WORKING.

2015 RAP IMPACT MEASUREMENT REPORT

RAPS ARE MAKING A DIFFERENCE

The Reconciliation Action Plan (RAP) program contributes to achieving reconciliation by developing relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples.

RAPs help workplaces to facilitate understanding, promote meaningful engagement, increase equality and develop sustainable employment and business opportunities.

By improving relationships, respect and opportunities today, we are working to create a reconciled, just and equitable Australia tomorrow.



RELATIONSHIPS



3,961 partnerships exist

between RAP organisations and Aboriginal and Torres Strait Islander organisations or communities



\$100.4 million in pro bono support

has been provided to Aboriginal and Torres Strait Islander organisations or communities

IN THE SPOTLIGHT

The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) has committed to promoting the heritage and culture of Aboriginal and Torres Strait Islander peoples through partnerships with community as part of their RAP. One of these partnerships, between Ngannawal community members and linguists from AIATSIS, teaches the Ngannawal language in the classroom through a pilot program at Fraser Primary School in the ACT. The children have gained a greater understanding of local Aboriginal culture and customs and the importance of the local Aboriginal language.



RESPECT



658 Australian organisations have created a RAP since 2006



3 million Australians work or study in an organisation that has developed a RAP



262,069 RAP organisation employees have completed cultural awareness training

IN THE SPOTLIGHT

The City of Yarra's innovative cultural awareness program—*Follow in my Footsteps: Celebrating Aboriginal Culture in Gertrude St*—won the 2013 National Award for Local Government in Promoting Reconciliation. The project promoted cultural awareness by enhancing a local sense of identity and community pride through storytelling. In 2013, the project offered walking tours delivered by four well-known Aboriginal actors—Uncle Jack Charles, Melodie Reynolds, Greg Fryer and Jason Tamiru. The City of Yarra's 2015 RAP includes an action item for this valued and important project to continue.



OPPORTUNITIES



\$77.7 million provided for Aboriginal and Torres Strait Islander education scholarships by RAP organisations



\$32.6 million in goods and services purchased from Supply Nation-certified businesses in the 2014-15 financial year by RAP organisations



35,137 Aboriginal and Torres Strait Islander people are employed in organisations that have developed a RAP

IN THE SPOTLIGHT

Water Corporation is one of many reconciliation champions in Western Australia. They have worked to remove barriers to Aboriginal and Torres Strait Islander employment through their Aboriginal Employment Strategy. In 2016, at least five positions will be filled by Aboriginal and Torres Strait Islander trainees and apprentices as a part of Water Corporation's RAP commitments. Water Corporation will support career pathways and professional development for Aboriginal and Torres Strait Islander staff, and continue to apply culturally appropriate HR initiatives.

RAPS ARE MAKING MEANINGFUL CHANGE

RAPs are a powerful tool for advancing social change by transforming the attitudes and behaviors of the three million people working or studying in organisations with a RAP.

The Australian Reconciliation Barometer is a biennial, national research study that measures the progress of reconciliation. This data, compared with the findings of Reconciliation Australia's 2014 Workplace RAP Barometer, demonstrates that reconciliation is progressing more quickly in workplaces with a RAP.

Higher trust

77% of RAP employees have high trust for their Aboriginal and Torres Strait Islander colleagues, compared with **26 per cent** of people in the general community

More positive attitudes

82% of RAP organisation employees believe that Aboriginal and Torres Strait Islander peoples hold a special place as the First Australians, compared with **71 per cent** of the general community

Lower prejudice

5% of RAP employees believe that prejudice is high in their organisation, compared with **45 per cent** who believe it is high in the general community

Greater pride

71% of RAP employees are proud of Aboriginal and Torres Strait Islander cultures, compared with **57 per cent** of the general community

More frequent contact

46% of RAP employees enjoy frequent interaction with Aboriginal and Torres Strait Islander peoples, compared with **30 per cent** of the general community